

CIA INTERNAL USE ONLY
Approved For Release 2002/05/16 : CIA-RDP82-00357R000200040020-8

15 November 1962

MEMORANDUM FOR: Director of Personnel
SUBJECT: CSC Interchange Agreement

1. At a Society for Personnel Administration luncheon on 14 November, I sat next to Mr. Harold Leich, Chief, Program Planning Division, U.S. Civil Service Commission. During the course of the luncheon, I had the opportunity to bring myself up to date on the latest developments in the CSC Personnel Interchange Agreement area.
2. This informal discussion was opened on the administrative point that we (CIA) were still internally considering the merits of seeking an interchange agreement with the CSC. However, this Agency, although heavily populated with veterans, was debating the issue as to whether or not, administratively, we would want to recognize veterans preference as an initial selection factor. Further, I asked Mr. Leich if he thought that the CSC would approve a CIA request which did not include recognition of veterans preference. His answer was a positive "No", and he went on to recount the CSC turndown of the Department of State's request for a Personnel Interchange Agreement for Foreign Service personnel.
3. We then entered into a discussion as to the feasibility of CIA pursuing an Executive Order approach. Mr. Leich was quite amenable to this although the CSC would serve only in an advisory role to the BOB. In fact, he stated that after the Peace Corps' request for an Inter-Agency Agreement was turned down by CSC (because Peace Corps employees are not Federal employees in the full sense of the word) they decided to seek an Executive Order. The BOB is now drafting the Executive Order for the Peace Corps and they hope to obtain the President's signature on the basis that such an agreement would provide the Peace Corps with a stronger recruitment pitch in that Peace Corps returnees would be immediately eligible for other Federal employment and would be given help and assistance in obtaining same if interested.
4. A discussion with Dorothy Jacobsen, D/Pers of the Peace Corps confirmed this fact. She indicated that their administrative philosophy was based on a statement made by the President when he spoke to the first group of Peace Corps recruits. Mr. Kennedy told them that he hoped that many of them would eventually enter the Foreign Service which would permit them to make maximum use of their field experience. In making their pitch for an Executive Order approach the Peace Corps is trading heavy on the fact that the President would be receptive to such an arrangement. With the backing of both BOB and CSC, they expect that the Executive Order will be signed before the end of the calendar year.

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5. In view of these latest developments, it is strongly recommended that we again consider the feasibility of seeking an Executive Order which would permit direct entry of CIA employees into competitive service positions without recourse to the time-consuming CS examining and certifying procedures. The strongest administrative argument for such an Executive Order would be that it would place the CIA in a much, much stronger recruitment position, viz., the Agency would then be able to offer not only a strong CIA career program but, for those who may have some doubts as to a life-time career in intelligence work the freedom to transfer elsewhere in the Federal government would be available if and when they might want to leave CIA.



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Chief, Outplacement Service

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